

Gonville Academy – Equality Statement

Introduction

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information about our Academy population; to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

Here are some of the ways we do this

- The Academy gathers information on the pupil population broken down by ethnicity and gender ([Click here to see our student population breakdown](#))
- The Academy gathers information about significant difference in attainment between girls and boys, and between pupils of different ethnic backgrounds ([Click here to see student outcomes](#))
- Our Inclusion Manager has special responsibility for equality matters.
- Pupil Premium money is targeted to specific groups. ([Click here to see our Pupil Premium Spending Plan](#)).
- There are clear procedures for dealing with prejudice-related bullying and incidents. ([Click here to see our anti-bullying policy](#)).

These are our objectives

- Boys are underachieving academically in reading – 59% of boys attained age related levels compared to 71% of girls. We have set an objective to improve this figure over a four-year period to at least 90% of boys reaching the required grade.
- Students entitled to Free School Meals have lower attendance than other groups in the Academy. We aim to increase the attendance of these students so their attendance reaches at least 97% by July 2018. In order to do this, we will work in partnership with families and provide support through our Education Welfare Officer, Inclusion and Pastoral Care team, and Local Authority services as required.
- We will revise the curriculum to ensure that students have access to a wider range of quality texts that reflect their heritage, and will explore and learn from historical issues of discrimination. This will be completed by July 2017.
- As many messages as possible will be sent to parents through our Academy app, which enables parents to translate short messages into their own language. This will support parents and carers for whom English is not their first language.
- We want to promote a Growth Mindset amongst our community, where students and adults believe if they work hard, they can achieve. We will do this through assemblies, community events and rewards for students who work hard in lessons and achieve well. 'We can't do it...yet!' will be our mantra.

10th November 2016

Sarah Mitchell (Headteacher)

Susan Powell (Chair of Governors)